From:	Steve Smith <steve@ssmithmail.com>
To:	Julian Weldon <jweldon@cifc.com> Robert B. Machinist <rmachinist@gmail.com> Jason Epstein <JEpstein@columbusnova.com> AndyIntrater <aintrater@columbusnova.com> Marco Musetti <marco.musetti@renova-group.ch> Paolo Amato <Paolo.Amato@renova-group.ch> Peter Gleysteen <pgleysteen@cifc.com> Jeff Serota <jeffserota1@gmail.com> Ehud Barak <ehbarak1@gmail.com> Daniel Schrup <dan.schrupp@gmail.com>
CC:	Maggie Fales (falesmaggie@gmail.com) <falesmaggie@gmail.com> SarahBenali <sbenali@columbusnova.com> Olga Khan <Olga.Khan@adcon-services.ch> lisa.meyer@renova-group.ch Nili Priell Barak(nilipriell@gmail.com) <nilipriell@gmail.com> lfeeney@columbusnova.com
Date:	Thu, 12/31/2015 6:56:58 PM
Subject:	RE: URGENT ATTENTION REQUIRED TODAY - Oliver - Steve RSU amendments

Julian— Signed signature page sent in separate email. Happy New Year to all.—Steve Smith

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From: Julian Weldon [mailto:jweldon@cifc.com]
Sent: Thursday, December 31, 2015 12:33 AM
To: Robert B. Machinist; Jason Epstein; Andy Intrater; Marco Musetti; Paolo Amato; Peter Gleysteen; Steve Smith; Jeff Serota; Ehud Barak; Daniel Schrup
Cc: Maggie Fales (falesmaggie@gmail.com); Sarah Benali; Olga Khan; lisa.meyer@renova-group.ch; Nili Priell Barak (nilipriell@gmail.com); lfeeney@columbusnova.com
Subject: URGENT ATTENTION REQUIRED TODAY - Oliver - Steve RSU amendments

Gentlemen,

apologies for the very late notice but I lost my first "battle" and at the insistence of external counsel I am seeking your approval of certain amendments that the Comp Committee has determined should be made to the Time-based and Performance-based RSU Agreements of Oliver and Steve.

The updated forms of Agreement are attached. The main changes are to amend the vesting schedules and to conform the two forms of agreement. In addition we are correcting a drafting error made in the Performance-based RSU Agreements to reflect the grant of the entire five year program as opposed to just the initial year.

Attached is a form of written resolution approving the changes recommended and approved by the Comp Committee.

PLEASE TODAY either (1) return to me your signature to the resolution by pdf or fax or (2) send me an email indicating that you consent to the resolution and that your signature page will follow early next week.

Apologies again for the late notice but the Comp Committee was in active dialogue until Tuesday and for tax reasons this must be completed today.

Best wishes,

Julian

From: Rubin, Eric [eric.rubin@dechert.com]
Sent: Thursday, December 31, 2015 12:43 AM
To: Julian Weldon
Cc: Winokur, Derek; Cowper, Cody
Subject: RSU Docs

Hi Julian,

Attached are the RSU documents we discussed.

Best Regards,

Eric

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